



The Fort Leonard Equal Opportunity Program News



Volume 1 ~~EO~~ assistance line 596-0602 ~ EO assistance line 596-0601 October 2007

Civilian EEO information

Dear Ms Mille,

This is a follow-up to a question I asked a few months ago. I'm constantly being asked by employees about an accommodation I provided to a disabled employee. How can I as a supervisor respond when employees



Sincerely, Concerned supervisor
Dear Concerned supervisor,

If employees ask questions about a coworker who has a disability, the employer must not disclose any medical information in response. Apart from the following limited exceptions listed below, the ADA confidentiality provisions prohibit such disclosure. Exceptions for disclosing supervisors and managers may be told about necessary restrictions on the work or duties of the employee and about necessary accommodations; first aid and safety personnel may be told if the disability might require emergency treatment; and Government officials investigating compliance with the ADA must be given relevant information on request. An employer also may not tell employees whether it is providing a reasonable accommodation for a particular individual. A statement that an individual receives a reasonable accommodation discloses that the individual probably has a disability because only individuals with disabilities are entitled to reasonable accommodation under the ADA. In response to coworker questions however, the employer may explain that it is acting for legitimate business reasons or in compliance with federal law. As background information for

Military EO information

Fort Leonard Wood provides a unique opportunity for Equal Opportunity Representatives (EOR). That opportunity is the EOR of the quarter and year boards. This board selection process provides every command selected EOR the opportunity to test their EO knowledge and skills against all other Army, Navy, Air Force, and Marine EOR or Military Equal Opportunity (MEO) professional. Winners of the quarter boards compete during the annually year board held every November. So, EORs if you think you got what it takes to be a winner, throw your name in hat. For more information contact your brigade EOA.



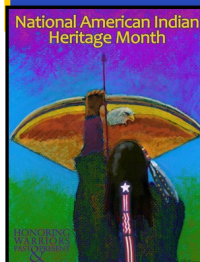
inner is:

2nd BMP example

d EO = Readiness

Congratulations SSG Nagoshi!

Honoring Warriors; Past and Present



November marks the time for our observance of the **National Native American Indian Heritage Month**. These educational opportunities are for all people, regardless of what your ethnic background might be.

Military men and civilians and all scheduled family members are all welcome to participate in the planning and execution of this important and educational event as we prepare to honor all Native Americans.

World Class in all we do